

## Suggestions to Counteract Bias

- Take the Project Implicit Tests at <https://implicit.harvard.edu>
- Focus on concrete evidence rather than “gut” feelings
- Slow down your analysis and question your “gut” feelings
- Educate yourself on impact of implicit bias
- Make an effort to increase your interaction with diverse groups
- Practice mindfulness meditation
- Notice self-talk based on stereotypes
- Be humble and learn from mistakes

## Resources

The Psychology of Bias: Understanding and Eliminating Bias in Investigations by Amy Oppenheimer  
[http://amyopp.com/wp-content/uploads/2013/07/Psychology\\_of\\_Bias\\_May\\_2012.pdf](http://amyopp.com/wp-content/uploads/2013/07/Psychology_of_Bias_May_2012.pdf)

Is Your Investigator More Biased Than You Think? Part 1 Unconscious Bias Can Disrupt Your Workplace Investigations

<https://ogletree.com/shared-content/content/blog/2017/july/how-unconscious-bias-can-disrupt-your-workplace-investigations>

Part 2: How to Keep Truthiness Out of Your Investigations

<https://ogletree.com/shared-content/content/blog/2017/july/how-to-keep-truthiness-out-of-your-workplace-investigations>

Implicit Bias in the Courtroom, UCLA Law Review

<https://www.uclalawreview.org/pdf/59-5-1.pdf>

The existence of implicit bias is beyond reasonable doubt: A refutation of ideological and methodological objections and executive summary of ten studies that no manager should ignore, Research in Organizational Behavior 29 (2009) 39-69

[https://gspp.berkeley.edu/assets/uploads/research/pdf/Jost%2C\\_Rudman%2C\\_Blair%2C\\_Carney%2C\\_Dasgupta%2C\\_Claser%2C\\_Hardin\\_%282009%29.pdf](https://gspp.berkeley.edu/assets/uploads/research/pdf/Jost%2C_Rudman%2C_Blair%2C_Carney%2C_Dasgupta%2C_Claser%2C_Hardin_%282009%29.pdf)

Why Facts Don't Change Our Minds, New Yorker, Elizabeth Kolbert

<https://www.newyorker.com/magazine/2017/02/27/why-facts-dont-change-our-minds>

Microaggressions Matter, The Atlantic, Simba Runyowa

<https://www.theatlantic.com/politics/archive/2015/09/microaggressions-matter/406090/>

Mindfulness Short-Circuits Reflexive Racial Bias

<http://wispd.org/attachments/article/254/Mindfulness%20Short-Circuits%20Reflexive%20Racial%20Bias%20-%20Pacific%20Standard.pdf>

How to Fight Your Own Implicit Biases, American Association of University Women

<http://www.aauw.org/2016/03/30/fight-your-biases/>

Long-term reduction in implicit race bias: A prejudice habit-breaking intervention, *J Exp Soc Psychol.* 2012 Nov; 48(6): 1267–1278. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3603687/>